



Date Prepared \_\_\_\_\_

[illegible]

- \*1—American Indian or Alaskan Native  
2—Asian or Pacific Islander  
3—Black, not of Hispanic Origin  
4—Hispanic or Spanish-Surnamed  
5—White, not of Hispanic Origin

- \*\*1—Interviewed, no offer**  
**2—Interviewed, offer extended, and hired**  
**3—Interviewed, offer extended, but rejected**



# EEO Data Form

NOTE: The data requested by this form will assist us in complying with equal employment opportunity obligations. This form will be maintained in a file separate from your resume and/or employment application. The information you provide on this form will not be available to the person who evaluates your employment application, and will not be used in any way in



RECYCLED

ED11

1-800-222-0510

ALL-STATE LEGAL SUPPLY CO.

# COUNTRY 102-FM WDRM

HUNTSVILLE  
ALABAMA

401 14th Street, S.E.  
Decatur, AL 35601

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P.O. Box 789  
Decatur, AL 35602

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Decatur (205) 353-1750  
Huntsville (205) 837-1021  
FAX (205) 355-8013

date

{SALUT} {FNAME} {LNAME}  
{COMPANY}  
{ADDRESS}  
{CITY}, {STATE} {ZIP}

Dear {SALUT} {LNAME}:

**WDRM 102-FM** thanks you for your interest in pursuing an employment opportunity. WDRM's General Manager, J. Mack Bramlett, is currently reviewing all resumes/applications.

Enclosed you will find a copy of the Equal Opportunity Data Form. I would appreciate it if you would fill out the form and return it to me in the enclosed self-addressed envelope.

This information is kept in the strictest confidence and is a standard procedure for all resumes we receive.

Again, thank you for your interest.

Sincerely,

**James K. Bramlett**  
EEO Assistant



January 22, 1992

Dixie Broadcasting, Inc.  
401 - 14th Street, S.E.  
Decatur, Alabama 35601

Attention: Mr. J. Mack Bramlett

Re: Station WHOS(AM), Decatur, Alabama,  
and Station WDRM(FM), Decatur, Alabama

This letter sets out the comments received from the



proposed assignee(s) or transferee(s) to be bound by the terms of this Agreement and to assume any then-unaffected responsibilities of Dixie under this Agreement. Dixie further consents and concurs that Mountain Lakes shall be bound by that certain agreement by and between the NAACP and Radio WBHP, Inc. ("Radio WBHP") relating to Station WBHP(AM), Huntsville, Alabama, if the proposed merger of Radio WBHP and Dixie to form Mountain Lakes occurs. The obligations of Dixie hereunder, however, shall in no event be affected by the failure of that merger, or any of the other previously-described transactions, to occur.

#### 1. OPERATING PROVISIONS

1.1. When job vacancies occur at the Stations, and such vacancies are not to be filled through promotion from within, Dixie will notify the Huntsville Branch of the NAACP (the "Branch") and at least three (3) additional sources of minority applicants recommended by the Branch. In the event the organizations (other than the Branch) to be notified by Dixie pursuant to this Section 1.1 prove unproductive, Dixie may determine to utilize other organizations or institutions to replace them in the Station's recruitment efforts. In such event, the Branch shall assist Dixie in identifying such replacement organizations or institutions.

1.2. Beginning in June, 1992 or within four months following the Effective Date of this Agreement, whichever is later, the Stations will begin to operate a minority student internship program.

high school or college student to intern for reasonable compensation (at least the minimum wage) at the Stations on a full-time basis during the summer. To the extent possible, the interns will be exposed to general job functions such as sales, production and

1.4. NAACP recognizes and agrees that its role with respect to the operation of the Stations shall be consultative in nature, and that the operation of the Stations and, in particular, the implementation of Dixie's affirmative action plan and other employment policies, shall be the responsibility of Dixie in its good faith determination, consistent with the requirements of the FCC.

## 2. IMPLEMENTING PROVISIONS

2.1. Dixie shall reimburse the legitimate and prudent legal expenses of NAACP in connection with its March 1, 1989 Petition to Deny and in connection with the negotiations resulting in this Agreement. The amount to be reimbursed is agreed by Dixie and NAACP to be \$3,750.00. This reimbursement shall be made within five days of the date on which an order by the FCC, on its own or pursuant to delegated authority, approving the reimbursement of such fees, shall become final and no longer subject to reconsideration, review or appeal.

2.2. In contemplation of its commitment to make the reimbursement reflected in ¶2.1 above, Dixie has delivered \$3,750 to a law office escrow or trust account of Arent, Fox, Kintner, Plotkin & Kahn. On the Effective Date of this Agreement, Arent, Fox, Kintner, Plotkin & Kahn will transfer the said \$3,750 by cashier's check or wire transfer to "David Honig, Esquire, Escrow Account #2" at Peoples National Bank of Commerce, Miami, Florida. Arent, Fox, Kintner, Plotkin & Kahn will credit any accumulated interest to

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disbursements to all NAACP counsel who provided services in connection with this matter.

2.3. Unless otherwise provided, the following terms shall govern in the event of any default of the terms of this agreement.

should promptly be granted. Therefore, upon the execution of this Agreement by both parties hereto, NAACP will promptly move for leave to withdraw the Petition to Deny, and will manifest its support of unconditional grants of the applications for renewals of the Stations' licenses. Such motion will be contained in a Joint Petition for approval of this Agreement ("Joint Petition"). Both parties will cooperate in supplying the necessary supportive documentation to be appended to the Joint Petition.

2.5. Dixie's obligations and undertakings as set forth herein shall not be diminished by virtue of any action by the FCC

- 7 -

facsimile signatures shall be acceptable, and that it will be governed by Alabama law.

Very truly yours,

E. H. T. re 11

facsimile signatures shall be acceptable, and that it will be

DBI-  
ATTACHMENT 8 (EXHIBITS)

January 22, 1992

Dixie Broadcasting, Inc.  
401 - 14th Street, S.E.  
Decatur, Alabama 35601

Attention: Mr. J. Mack Bramlett

Re: Station WHOS(AM), Decatur, Alabama,  
and Station WDRM(FM), Decatur, Alabama

This letter sets out the Agreement between Dixie Broadcasting, Inc. ("Dixie"), licensee of Stations WHOS(AM), Decatur, Alabama and WDRM(FM), Decatur, Alabama (collectively, the "Stations"), and Region V of the NAACP and its various branches (the "NAACP").

The NAACP enters into this Agreement as a representative of the radio-listening public of Decatur.

It is understood by all parties to this Agreement that Dixie's substantive commitments in Section I herein relate to Dixie's operation of the Stations during such time as it remains the licensee of the Stations, or until April 1, 1996, whichever comes first. Dixie acknowledges that an application to transfer control over Dixie to Mountain Lakes Broadcasting, Inc. ("Mountain Lakes") is currently pending before the Federal Communications Commission ("FCC"), and agrees that the consummation of that transfer of control shall have no effect whatsoever on Dixie's obligations



proposed assignee(s) or transferee(s) to be bound by the terms of this Agreement and to assume any then-unaffected responsibilities of Dixie under this Agreement. Dixie further consents and concurs

high school or college student to intern for reasonable compensation (at least the minimum wage) at the Stations on a full-time basis during the summer. To the extent possible, the interns will be exposed to several job functions, such as sales, production, and promotion. The program will be organized in consultation with the NAACP. Dixie will exercise ultimate discretion for selecting the interns and establishing and administering their employment and other compensation. The NAACP recognizes that the creation of this intern program furthers the goals of the FCC's EEO rule.

1.3. The General Manager of the Stations will meet annually with the President of the Branch or his or her designee(s). Among the items on the agendas of these meetings will be the following matters:

- a. Recruitment sources to be used when job openings occur;
- b. Training and internship opportunities for minorities for positions in broadcasting;
- c. Progress toward employment of minorities at the Station, including the Stations' Top Four job categories, consistent with the FCC's Equal Employment Opportunity policies;
- d. Programming and/or public service announcements on the Stations of interest to minority organizations in the Stations' service area; and
- e. Opportunities for minority businesses to provide goods and services to the Stations.

1.4. NAACP recognizes and agrees that its role with respect to the operation of the Stations shall be consultative in nature, and that the operation of the Stations and, in particular, the implementation of Dixie's affirmative action plan and other employment policies, shall be the responsibility of Dixie in its good faith determination consistent with the requirements of the FCC

disbursements to all NAACP counsel who provided services in connection with this matter.

2.3. Unless otherwise provided, the following terms shall govern in the event of any default of the terms of this Agreement:

a. In the event that either party breaches this

should promptly be granted. Therefore, upon the execution of this Agreement by both parties hereto, NAACP will promptly move for

- 7 -

facsimile signatures shall be acceptable, and that it will be governed by Alabama law.

Very truly yours,

E. M. D. T. - Person 1/16

facsimile signatures shall be acceptable, and that it will be governed by Alabama law.

Very truly yours,

Dennis Courtland Hayes  
General Counsel  
Everald Thompson  
Assistant General Counsel  
National Association for the  
Advancement of Colored People  
4805 Mt. Hope Drive

**DBI EXHIBIT 6**

**Dixie Broadcasting, Inc.**

**Statement of Frank Allan Harris**



Federal Communications Commission

Docket No. 92-207 Exhibit No. 6

Presented by DBI

Disposition { Identified 2/17  
Received 2/17  
Rejected \_\_\_\_\_

Reporter BARBARA LOAD

Date 3/2/93